



# DEPLOYMENT PANEL

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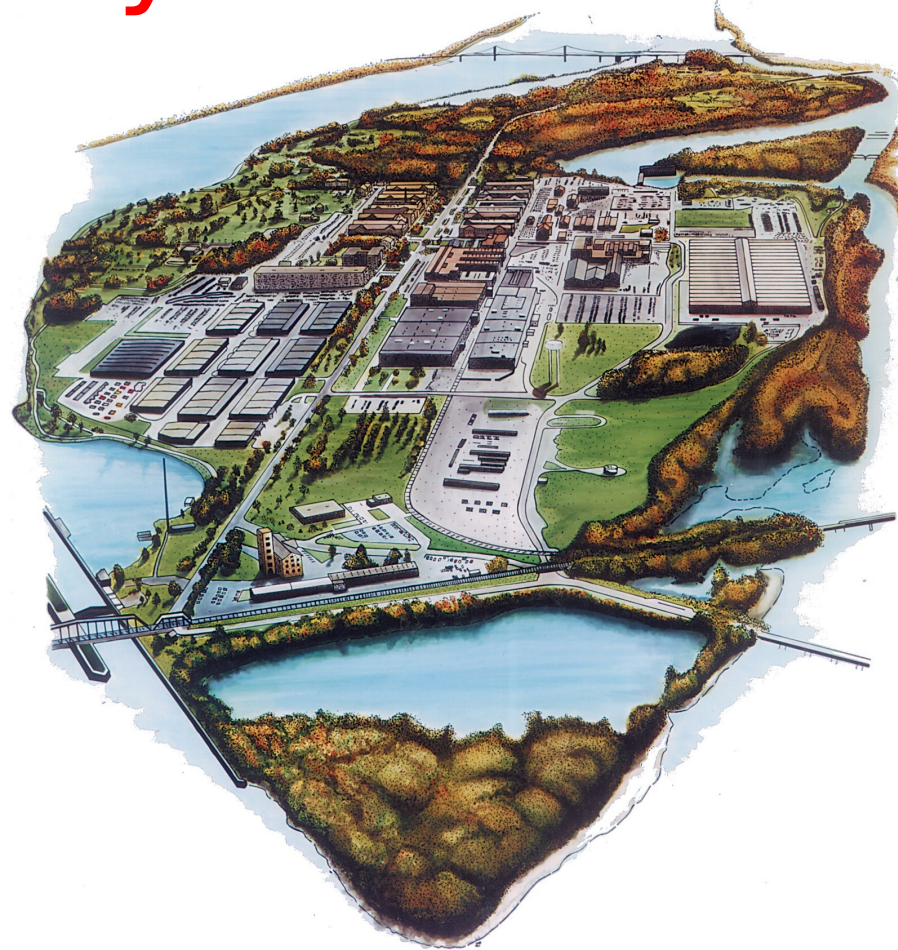
# DEPLOYMENT PANEL

## DISCUSSION OVERVIEW

- Continuing requirement for civilian deployment
- Most employees not prepared
- Process prior to deployment
- Support while employees are deployed
- Challenges
- Project & Contracting Office
- Processing deployment entitlements



# Deployment of Civilians



RIA CPAC

# Our Process...

- Periodic solicitation of workforce for volunteers
- Volunteer list maintained for ready response
- Coordinate:
  - ◊ Volunteer possess appropriate skills
  - ◊ Pass physical
  - ◊ Security clearance
  - ◊ Have current passport
- Preparation for Overseas Movement (POM)
  - ◊ Briefing checklist
  - ◊ Info packet

# Call

## Forward

- RIA-OPS receives notification of call forward
- Final preparation of volunteers
- Departure to CRC for final briefings/processing

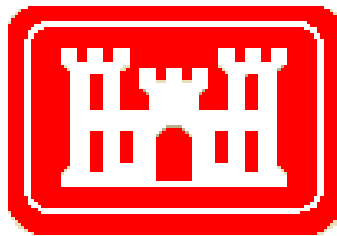
# While employees are deployed...

- Resolution of pay/overtime problems
- Submit foreign entitlement applications
- Address employee issues: clothing, medical/health issues, and job assignments
- Liaison with management for return of employee

# Challenges...

- Feedback/outbriefing from returnees
- Certification of time worked in SWA
- AMC Policy on disapproving deployments
- Highly skilled employees are deploying—backfill?
- Re-deployment
- Consistency of policies within TACOM
- Solicitation of RIA employees by other organizations

# Deployment of Civilians



**US Army Corps  
of Engineers ®**





# Two Initiatives

- Gulf Regional Division (GRD)  
Iraq
  
- Afghanistan Engineering District  
(AED)
  
- ❖ Involved in Restoration



# Process

- Solicitation of HQ COE workforce for volunteers for 120 day deployments
- Open Announcements
  - ❖ Competitive Merit Promotion - Army
  - ❖ Reimbursable Details - Non-Army
  - ❖ Term NTE 13 Months up to 4 Years
- Security Clearance
- Physical
- Departure for Conus Replacement Center (CRC)
  - ❖ Briefings on Anti terrorism and Force Protection
  - ❖ Information packets
  - ❖ Further screening and medical requirements



# Continued Support While Deployed

- Resolution of pay problems
- Submit foreign entitlement applications
- Address employee issues: clothing, medical/health issues, and job assignments



# Challenges

- Selectee commitment dates
- Solicitation of Army employees from other Army organizations
- Backfills behind deployments

# PCO



# Project & Contracting Office

- Temporary Organization
- Two types of Employees
  - 3161
  - Acquisition Demonstration Project

# 3161 Appointments

- Salary is Administratively Determined (AD)
- Approval to hire – AASA
- 100% TDY to Iraq
- Appointments Not To Exceed 18 months

# Acquisition Demonstration

- Recruited at Broad Band Level III or IV
- Normal Recruitment Process utilized
- Term positions NTE
  - 3 years
  - 18 months



# Issues

- Filling Positions quickly
- Security
- Return Rights

The background of the slide is a stylized, slightly blurred image of the United States flag, featuring the stars and stripes in red, white, and blue.

# **Processing Deployment Entitlements**

**NC CPOC  
Branch Nine  
August 2004**

# **New DA Procedures**

- **Established Pay-As-You-Go**
- **Requires submission of SF 1190  
and Foreign Location Record  
upon arrival in country**
- **Implemented 7/14/04**

# **Deployment Entitlements**

## **TDY**

- **Danger Pay**
- **Imminent Danger Pay**
- **Post Differential**

## **TCS**

- **Same as PCS**
- **No Imminent Danger Pay**

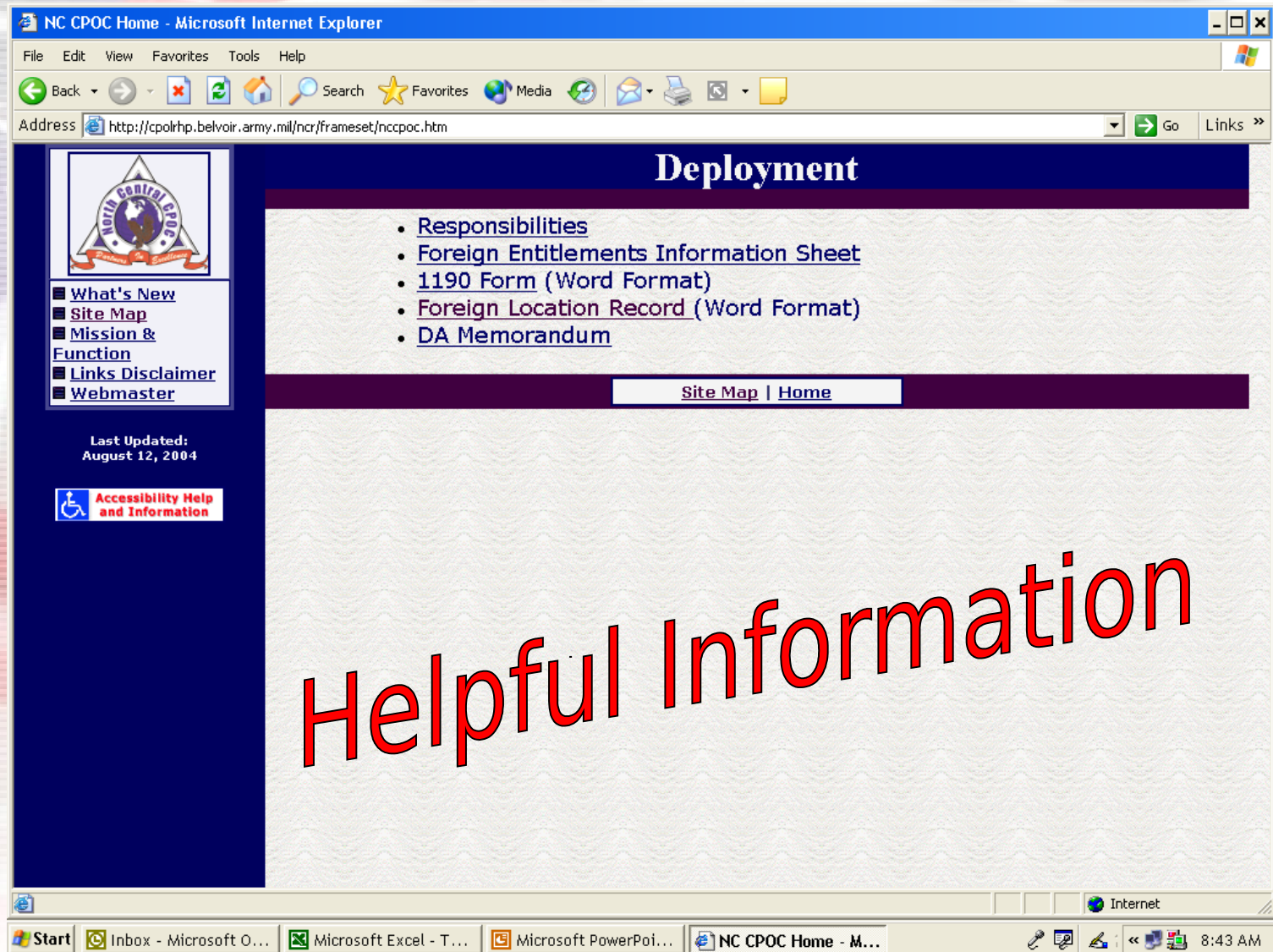
# **Processing Timeframes**

- **Our Goal - within same pay period in which 1190 received**
- **Results - normally will see pay within 30 days of CPOC receipt of 1190 package**

# **Common Processing Problems**

- **Failure to submit SF 1190**
- **Foreign Location Record incomplete**
  - **Missing time of arrival or departure**
  - **Missing city and country**
- **SF 1190 not sent directly to Branch Nine for processing**
- **Employee counseling is critical**
- **Elections through ABC-C**

# NC CPOC Internet Site





# DEPLOYMENT PANEL

## ON THE HORIZON

- CHRA establishing forward CPAC
- Development of standard deployment package
- Minimizing the challenges